Derby, Monica

From:

Derby, Monica

Sent:

Monday, September 12, 2016 12:39 PM

To:

Reed, Scott Derby, Monica

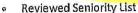
Cc: Subject:

Sala Naambwe Follow-Up

Monica Derby, BJ Motley, Tom Zuraff, David Hillberg and Gary Loger met with Sala Naambwe in Human Resources to discuss the grievance that she filed.

I began by informing Sala that BJ and I have spent much time on her concern and have conducted a thorough investigation

- BJ asked Sala to explain her grievance, as he was not down here when I spoke with her:
 - O Sala expressed that she was working by herself Monday on Arby's and on Wednesday they had 4 people
 - She asked for help but others had been sent home
 - Reviewed payroll for 8/22:
 - 7 people on leave
 - 9 people with .3 hours less and 1 person with 1.3 hours less than Sala
 - Sala feels there is no respect, wants to be treated the same



- **Reviewed Department Openings**
- Safety Use of hooks or stands
- Outcome/Findings
 - o Respectful Communication Discussions/Training with Managers, Leads and Union Stewards
 - o Open Work Assignments
 - Dave and Gary will work to implement open work assignments on Monday (BJ recommendation)
 - Address issues at department level, as unable to fix if unaware of issue
 - Bring concerns to Dave Hillberg, Gary Loger or Tom Zuraff
- Concluded
 - o Sala had no questions or further concern
 - o BJ had no questions or further concern

I thanked everyone for coming down.

Monica Derby, MSAS

Smithfield.

Human Resources Manager

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